

Name of the Employee:	Hemant Kalal
Designation:	Sr.Consultant
Level:	L2
Function/ Location:	Bangalore \ Delivery
Start Date:	15-Nov-18

Compensation & Benefit Sheet

STRICTLY CONFIDENTIAL

A	Monthly Components	INR
Basic Salary		48,810
House Rent Allowance		24,410
Special Allowance \ Flexi Pay Basket		68,570
Total Monthly Salary		1,41,790

B	Annual Components	
Leave Travel Assistance		48,810
Annual Variable Pay*		2,00,000
Total Annual Salary Less Retiral Benefits		2,48,810

C	Annual Retiral Benefits	
Gratuity Payment on serving 5 years**		28,160
Employer Contribution to Provident Fund***		21,600
Total Annual Retirals		49,760

D	Total Cost to Company (A+B+C)	
		20,00,050

E	Additional Benefits not costed by the Company	
Group Personal Accident Insurance Sum Insured		35,00,000
Group Hospitalization Insurance Floater Sum Insured		3,50,000
Group Term Life Insurance Sum Insured		35,00,000

Note

** Gratuity: Gratuity will be payable as per law

*** Employer's contribution of 12% is capped upto maximum of Basic salary of Rs.15000

† Medical Expenses Reimbursement for family & dependent parents

Group Medical Insurance Coverage for family : The premium will be paid

by Company, You will have a top of option for Group Term Life Insurance and Group Hospitalization the additional premium details will be available after joining.

Group Personal Accident Policy Coverage : The premium will be paid by Company

The Company may change/alter/reduce any of the components of your compensation &

You would be paid Rs. 50,000 as joining bonus if you join on or before 23-Nov-18.

benefit structure within total cost to company

**You have an option of choosing Flexi Pay Basket upon joining the organization. The balance amount would be adjusted with your Special Allowance.

Signature of the Candidate